

ANTI-FORCED LABOUR SUPPLIER POLICY

At Demers and Crestline, our mission is to make life better, one relationship and one vehicle at a time and our vision is to be the **partner of choice**, dedicated to safety and innovation, delivering an exceptional customer experience through empowered employees.

Our industry supply chain has a high degree of complexity. Therefore, we believe in the benefits of a common approach. This policy is based on principles, responsibilities, and compliance requirements enacted in Bill S-211 passed by the Canadian government regarding Forced Labour. This policy contains supply chain due diligence requirements for our suppliers at all tiers. The law mandates upholding the standards outlined in this policy and cascading them throughout the supply chain.

POLICY STATEMENT:

Demers Ambulances Manufacturer Inc. and Crestline Coach Ltd. are committed to the absence of forced labour within their operations and supply chain. We condemn all forms of forced labour, including but not limited to, human trafficking, modern slavery, and involuntary servitude. This policy reflects our dedication to upholding human rights, ethical business conduct, and responsible corporate citizenship.

Our suppliers must always comply with applicable laws and regulations and Demers and Crestline code of conduct. In situations when this policy goes further than applicable laws and regulations, the policy applies only to the extent permissible under the applicable laws and regulations. Individual manufacturers may have their own standards, codes, and policies in addition to this policy.

A handwritten signature in black ink, appearing to read "Michael Postma".

Michael Postma
President
DBCM LLC.

Date: May 9th, 2024, Rev. May 11th, 2026.

